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NOV 1955

MEMORANDUM FOR: Director of Personnel

SUBJECT : Comments on DCI Suggestion that Fitness Report be Used to Evaluate Necessity for Jobs and Proposal of Chairman of the Career Council

REFERENCE : Agenda for the Career Council, 17 November 1955; Item 3

1. The Chairman of the Career Council in his memo discussed the possibility that the Position Evaluation Division and the Management Staff in their surveys might evaluate the necessity for each position in an organization rather than tie this review in with individual Fitness Reports. In this connection, I believe that the determination of staffing requirements is a function of the Management Staff; however, one of their best tools for this purpose is the job information developed as a result of our Position Evaluation Surveys. Also, PED is in a position to notice apparent overlaps and duplications which can be pointed out to Management Staff, as we have done in the past.

2. Therefore, I believe we should take the position that PED should provide Management Staff with job information and coordinate our survey findings and T/O discussions closely with their people. However, Management Staff not Office of Personnel should have the ultimate responsibility for recommending to DD/S the staffing requirements to be authorized for each organizational component.

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Chief, Position Evaluation Division

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